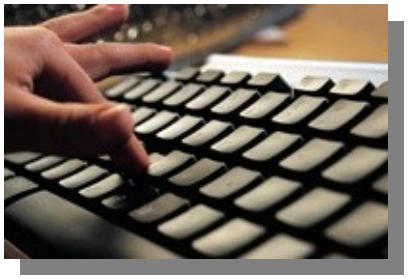

DOD Fleet Management Training and Certification

7/31/13

Current Situation

- **DOD represents the 2nd largest fleet in the world**
- **No cohesive DOD-wide Fleet Management training program**
- **No comprehensive DOD-wide Fleet Management training program**

Current Situation

- **The services have created training programs for their specific needs**
  - ✓ **Air Force – Detailed foundation for a full training program (*Career Field Education and Training Plan*)**
  - ✓ **Marine Corps – Strong foundation for a full training program and desire for a certification program**
  - ✓ **Navy – Unknown at this point**
  - ✓ **Army – Unknown at this point**

Opportunity

- To establish a framework for the respective services to develop a fleet management training program that aligns with Department of Defense goals, objectives and requirements
- To implement a vehicle fleet management and certification program designed to improve critical mission support and continue toward achieving the goals of reducing vehicle fleet expenditures, petroleum consumption and GHG emissions
- To provide a career path for DOD personnel in fleet management
- To lead the federal government in professional fleet management

Proposal

- **To develop a comprehensive fleet management training and certification program for all of DOD**
- **To work with the individual services to build on what has already been developed**
- **To recognize and address the range of knowledge and responsibilities involved**
- **To establish the needed governance structure**

Governance

- **Establish a DOD Fleet Training Advisory Board**
- **OSD will be the administrator of the DOD Fleet Manager Training and Certification Program**
- **Each major Service will have a voting member on the Board**
- **The Board will have approval responsibility for program design, implementation, and monitoring**
- **The “front-line” Service Fleet Managers who comprise the Board “own” the learning process**
- **OSD, working with the Board, will ensure long-term governance and administrative**

Some Training Advisory Board Tasks

- **Develop vision/mission and purpose statements to guide the program**
- **Give final shape to:**
  - **Learning processes and procedures**
  - **A curriculum map appropriate to DoD Fleet Managers**
  - **Identification of future learning needs**
  - **Certification registration, tracking and award processes**
- **Lead the effort to “translate” the DoD plan into local (Service-wide region, bureau, installation office, field) training efforts and to align those local efforts with the DoD plan and program**

Specifics

- **Recognize and address the varying roles in fleet management:**

  Fleet Manager **Fleet Administrator**
  Fleet Analyst **Fleet Director**

- **Recognize and address the differences between owned and leased fleets, light and heavy duty assets**
- **Have training targeted towards specific tasks and skills:**

  Laws, regulations, policies **Reporting requirements (e.g. FAST)**
  Inventory management **Vehicle assignment**
  Acquisition & Disposal **Budgeting**
  Operation management **Vehicle utilization management**
  Maintenance & repair **Vehicle fueling**
  Alternative fuels & fueling **Customer relationship management**
  Procurement policies/practices **Short term rental vehicles**
  Vehicle costing (direct/indirect) **Shop mechanic training**
  management **…etc., etc., etc.,**

Next Steps

- ✓ **Assemble team from DoD Services to act as a "Training Advisory Board"**
- ✓ **Determine respective roles regarding governance of training & certification**
- ✓ **Identify all topics that will be part of a full Training & Certification Program**
- ✓ **Identify current status of training among Services and Agencies**
- ✓ **Develop gap analysis to determine the content that needs to be developed**
- ✓ **Determine what may be available in the way of non-federal fleet training & support from the private sector**
- ✓ **Develop a comprehensive DoD Training & Certification Program**

QUESTIONS & DISCUSSION